



***DIFFERENTIAL PAY***

***2013-2014***

### Grades K-3 Measures:

**1) Positive Parent Communication: Shares Possible= 0.2**

Teacher keeps record of 24 positive individual parent communications throughout the year.

**2) IRI Growth from Fall to Spring: Shares possible = 0.4**

**This measure considers** *grade level, district wide average growth from fall to spring using RCBM.*

*Example:* If the grade level is at 70% (benchmark) in the fall, then they would have to be at 78% Benchmark in the spring to receive the maximum share.

Grade level grows 8 percentage points from fall to spring= 0.4 share (For example, if the cohort began at 70% in the fall, they'd have to be at 78% in the spring)

Grade level grows 7 percentage points = 0.3 share

Grade level grows 6 percentage points = 0.2 share

Grade level grows 5 percentage points = 0.1 share

**3) Academic On Track to Graduate: Shares possible = 0.4**

**This measure considers** the percentage of students on track to graduate. Students must pass 85% of their classes per year. Students would be considered on track if they pass in a 7 period class schedule 6 periods each semester, or 7 classes one semester and 5 classes during the other semester within the school year.

<u>Measure</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
Academic On Track to Graduate (6-12)	94%	0.4
	93%	0.3
	92%	0.2
	91%	0.1

## Grades 4-8 Measures:

### 1) Positive Parent Communication: Shares Possible= 0.2

Teacher keeps record of 24 positive individual parent communications throughout the year.

### 2) NWEA Math Growth from Fall to Winter: Shares possible = 0.4

This measure considers *grade level, district wide average growth from fall to winter.*

Grade	Beginning of Year Mean RIT score	Midyear Mean	Fall to Winter Expected Growth	90% of expected growth	80% of expected growth	70% of expected growth
4	203.8	208.7	4.9	4.4	3.9	3.4
5	212.9	217.8	4.9	4.4	3.9	3.4
6	219.6	222.8	3.2	2.9	2.6	2.2
7	225.6	228.2	2.6	2.3	2.1	1.8
8	230.2	232.8	2.6	2.3	2.1	1.8

2011 MATHEMATICS STATUS NORMS (RIT VALUES)			
Grade	Beginning-of-Year Mean	Middle-of-Year Mean	End-of-Year Mean
K	143.7	150.5	156.1
1	162.8	172.4	179.0
2	178.2	185.5	191.3
3	192.1	198.5	203.1
4	203.8	208.7	212.5
5	212.9	217.8	221.0
6	219.6	222.8	225.6
7	225.6	228.2	230.5
8	230.2	232.8	234.5
9	233.8	234.9	236.0
10	234.2	235.5	236.6
11	236.0	237.2	238.3

Fully Met Fall to Winter Expected Growth= 0.4 share  
Met 90% of expected growth= 0.3 share  
Met 80% of expected growth= 0.2 share  
Met 70% of expected growth= 0.1 share

**3) Academic On Track to Graduate: Shares possible = 0.4**

**This measure considers** the percentage of students on track to graduate. Students must pass 85% of their classes per year. Students would be considered on track if they pass in a 7 period class schedule 6 periods each semester, or 7 classes one semester and 5 classes during the other semester within the school year.

<u>Measure</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
Academic On Track to Graduate (6-12)	94%	0.4
	93%	0.3
	92%	0.2
	91%	0.1

**Grades 9-12 Measures:**

**4) Positive Parent Communication: Shares Possible= 0.2**

Teacher keeps record of 24 positive individual parent communications throughout the year.

**5) Academic On Track to Graduate: Shares possible = 0.8**

**This measure considers** the percentage of students on track to graduate. Students must pass 85% of their classes per year. Students would be considered on track if they pass in a 7 period class schedule 6 periods each semester, or 7 classes one semester and 5 classes during the other semester within the school year.

<b><u>Measure</u></b>	<b><u>Benchmark/Goal</u></b>	<b><u>Local Share Award</u></b>
<b>Academic On Track to Graduate (6-12)</b>	<b>94%</b>	<b>0.8</b>
	<b>93%</b>	<b>0.7</b>
	<b>92%</b>	<b>0.6</b>
	<b>91%</b>	<b>0.5</b>

### Classified Measures:

#### 1) Graduation Rate: Share Possible = 0.8

To recognize the importance of how all staff members' impact student achievement, and to acknowledge that students being on track to graduate is the ongoing pursuit that demonstrates the entire district's success, the classified staff members are encouraged to participate in the differential pay incentive. Classified staff will be eligible for participation in the differential pay program by listing 5 ways that they impact students' success in our school system. Once they become eligible for participation they will then receive funds based upon the percent of students being academic on track to graduate as shown below.

**This measure considers** the percentage of students on track to graduate. Students must pass 85% of their classes per year. Students would be considered on track if they pass in a 7 period class schedule 6 periods each semester, or 7 classes one semester and 5 classes during the other semester within the school year.

<u>Measure</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
Academic On Track to Graduate (6-12)	94%	0.8
	93%	0.7
	92%	0.6
	91%	0.5

#### Staff excluded from differential pay:

- Adjunct staff
- Long term substitutes
- Non-district contract staff
- Stipend Staff
- Staff no longer actively employed as of the last week of school (June 2-6, 2014)